Direct Conversion

Studies of 10 or fewer Navy Civilian Employees

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Issues

- Credit
- “Guide for Conducting a 10 and Under Study”
  - Not really a “Study”
  - Process:
    - Announce
    - Validate
    - Convert

Laws & Regulations

- **Annual DoD Appropriations Act**
  - 8014 None of the funds appropriated by this Act shall be available to convert to contractor performance an activity….performed by more than 10 DoD civilian employees until a most efficient and cost effective organization analysis is completed
- **10 USC 2461**
  - Similar restrictions
  - Waived for less than 50 FTE
- **OMB A-76 Supplemental Handbook**
  - Commercial activities involving 10 or fewer FTE may be performed by in-house, contract or ISSA performance, without cost comparison, if the contracting officer determines that offerors will provide required levels of service quality at fair and reasonable prices

Direct Conversion Guide

- Supercedes “Guide for Conducting a 10 and Under Study”
- Provides process guidance for executing Direct Conversion

Functional Assessment vs. Direct Conversion

- FA is a “significant, dramatic change in existing business units” “specifically identified in the POM and Budget submission”
- Direct Conversion is a tool for achieving efficiency in small Commercial Activities that do not fit into a larger A-76 study

“Credit”

- Program Advisory 00-5
  - CNO R 031745Z MAR 00
- Options
  - Direct Conversion (CAMIS)
  - Streamlined A-76
  - A-76
  - Non A-76